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EMPLOYMENT TRENDS IN SELECTED OCCUPATIONS.

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THE NEW HOPE PROJECT WAS AN EFFORT TO TRAIN THE UNEMPLOYED AND THE EDUCATIONALLY DISADVANTAGED. AN ANALYSIS OF EMPLOYMENT TRENDS WAS MADE OF THOSE GROUPS WHO HAD COMPLETED THEIR TRAINING IN SELECTED SERVICE OCCUPATIONS SUCH AS CUSTODIAN, NURSE AIDE, WAITRESS, SALES, AND SERVICE STATION. WITH THE EXCEPTION OF SERVICE STATION AND CUSTODIAN TRAINEES, EMPLOYMENT LEVELS FLUCTUATED ACCORDING TO THE LABOR DEMAND IN OTHER NONRELATED AREAS. THE RATE OF EMPLOYMENT FOR CUSTODIAN TRAINEES INCREASED IN RELATION TO THE AMOUNT OF LAPSED TIME SINCE COURSE COMPLETION. LEVELS OF EMPLOYMENT IN THE WAITRESS AND SERVICE STATION GROUPS GRADUALLY DECREASE OVER A PERIOD OF TIME. AS MANY OR MORE TRAINEES IN THE SALES GROUP ARE EMPLOYED IN WORK WHICH IS NOT RELATED TO THEIR TRAINING. (JS)

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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Report No. 6
Employment Trends
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Stanislaus County Multi-Occupational
Adult Training Project
MDTA New Hope School

EMPLOYMENT TRENDS

IN SELECTED

OCCUPATIONS

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EMPLOYMENT TRENDS

The primary goal of the New Hope Project is to prepare the unemployed and undereducated for work. However, it is not enough for the trainee to go to work, as he must also remain at work. Therefore, this report is intended to provide a graphic display of employment trends in several vocational fields.

In order to present this information in the most meaningful manner, three questions are answered about each vocational class.

1. Does the rate of employment increase as the time since completing training increases?
2. Does the rate of employment increase from one class in a given vocation to the next?
3. What produces fluctuations in the rate of employment?

Follow-ups are conducted by the local Department of Employment at three month, six month and twelve month intervals after the trainees complete a class. The reader should note that these reports do not include a number of persons who employment could not locate. This presentation assumes that if these people were included in the employment percentages those percents might change, but the trend would remain the same. In other words the percentages should change proportionately so that the same trends would exist.

CUSTODIAL EMPLOYMENT TRENDS

TABLE I Percent of Employment During Each Follow-Up Period

Class	Follow-up Month	Training Related	Non-Training Related	Total
Three Month Follow-Up				
1	Class never followed up by employment			
2	June	62.5	0.0	62.5
3	Aug.	55.0	20.0	75.0
4	Nov.	67.0	0.0	67.0
5	May	27.0	10.0	37.0
6	Aug.	15.0	46.0	61.0
Six Month Follow-Up				
1	Class never followed up by employment			
2	Sept.	75.0	6.0	81.0
3	Nov.	70.0	10.0	80.0
4	Feb.	60.0	0.0	60.0
5	Aug.	27.0	36.0	63.0
6	Class not out of training long enough for second follow-up			
Twelve Month Follow-Up				
1	Class never followed up by employment			
2	March	68.5	0.0	68.5
3	May	60.0	20.0	80.0
4	Aug.	60.0	7.0	67.0
5	Classes not out of training long enough for third follow-up			
6	Classes not out of training long enough for third follow-up			

Table I indicated that custodial trainees usually enter training related work. It also showed that the total percentage of employment was relatively high. The notable exceptions to these findings were classes five and six. However, the reader will note that the lower rates of employment seemed to be associated with certain months of the year. Table II tends to clarify this picture somewhat.

TABLE II Total Percent of Employment During Each Season

Class	Sept. - Nov.	Dec. - Feb.	Mar. - May	June-Aug.
1	Class never followed up by employment			
2	81.0	---	68.5	62.5 *
3	80.0	---	80.0	75.0 *
4	67.0 *	60.0	---	67.0
5	---	---	37.0 *	61.0
6	---	---	---	61.0 *

* Indicates first follow-up on the class some three months after they came on the labor market.

A class that entered the labor market from August to November was more likely to find employment and remain at work than a class which entered the market at other times during the year. This is clearly reflected by groups five and six. Such a finding seems reasonable when one recognizes that the educational field provides the greatest number of custodial jobs in this community.

It was found that the total rate of employment does increase the longer the class has been on the labor market, while Table I shows that there is little change in the percentage employed in training or non-training related work from one follow-up period to the next with the exception of the first class. Little difference was found in rate of employment from one class to the next when the period of time a class enters the labor market was held constant.

The number of persons in a class that go to work in the custodial field increased as the time since graduation increased. Individuals who initially enter training or non-training related work tend to remain in the same category during at least the first year after training. This may or may not be the case at a later date. Persons who enter the custodial field from August to November were likely to find and retain employment. Persons who enter the market during the other months initially found it more difficult to get custodial jobs, but their rate of employment increased materially during August to November. Therefore, the number of persons employed during any given follow-up period appears to be directly related to when the trainees entered the labor market and whether or not the survey was during the high demand period.

NURSE AIDE EMPLOYMENT TRENDS

The Employment Service did not conduct any follow-ups on the first four Nurse Aide classes. Thus, these employment rates are not shown in the following tables.

NURSE AIDE EMPLOYMENT TRENDS (cont'd)

TABLE III Percent Employed During Each Follow-Up Period

Class	Follow-Up Month	Training Related	Non-Training Related	Total
Three Month Follow-Up				
5	Class not followed up by employment			
6	July	34.0	20.0	54.0
7	Oct.	59.0	8.0	67.0
8	Feb.	56.0	6.0	62.0
9	May	46.0	8.0	54.0
10	Aug.	54.0	7.0	61.0
Six Month Follow-Up				
5	Aug.	56.0	25.0	81.0
6	Oct.	34.0	20.0	54.0
7	Jan.	66.0	0.0	66.0
8	May	56.0	6.0	62.0
9	Aug.	46.0	0.0	46.0
10	Class not out of training long enough for second follow-up			
Twelve Month Follow-Up				
5	Feb.	56.0	6.0	62.0
6	April	54.0	6.0	60.0
7	July	59.0	17.0	76.0
8	Classes not out of training long enough for third follow-up			
9	Classes not out of training long enough for third follow-up			
10	Classes not out of training long enough for third follow-up			

Since over one-third of the trainees were not followed up, it is difficult to know how representative the following figures are. Keeping this in mind, it was found that the total rate of employment varies slightly between classes three months after completion of training. The average rate of employment during this period was 60% for all classes. There were greater fluctuations three months later when the same average percent were employed. Six months later the differences were reduced, while the mean percentage had increased by six points for all classes.

Generally, the percentage employed in non-training related jobs tended to decrease from one follow-up period to the next. This was also the case between the various classes, except for the months of July and August when high rates of non-training related work occurred during July. It was continued through October, but by April a very large reduction in the rate occurred. Classes six and seven tended to show this most clearly.

It was found that the percent employed in training related work tended to remain constant for a given class from one follow-up period to the next. Some variations occurred between the classes during the first two follow-ups, but by the third follow-up all classes were employed in training related work at about the same rate. Thus, it should be noted that individual and overall changes in the percentage employed occurred primarily in the non-training related column.

The total percentage of Nurse Aides' employed does not vary substantially between the classes or from one follow-up period to the next. The only meaningful fluctuations occur among persons who do not go to work in a training related field. On the other hand the fluctuations in this category occur during the peak cannery employment periods and at no other time during the year.

WAITRESS EMPLOYMENT TRENDS

TABLE IV Percent Employed During Each Follow-Up Period

Class	Follow-Up Month	Training Related	Non-Training Related	Total
Three Month Follow-Up				
1	Aug.	29.0	21.0	50.0
2	Oct.	28.0	9.0	37.0
3	Mar.	38.0	13.0	51.0
Six Month Follow-Up				
1	Nov.	29.0	7.0	36.0
2	Oct.	28.0	9.0	37.0
3	June	25.0	13.0	38.0
Twelve Month Follow-Up				
1	May	14.0	0.0	14.0
2	July	0.0	18.0	18.0
3	Class not out of training long enough to follow-up			

Interpretation of Table IV revealed that the total percentage employed declined between follow-ups during the first six months following training and declined much more sharply thereafter. Each class presented this same picture. Moreover, it was evident in the training related category except during the first six months where there was no decline.

It was found that the overall decline was associated with an increase in the percentage of trainees in non-training related work during the high food processing labor demand months.

SALES EMPLOYMENT TRENDS

TABLE V Percent Employed During Each Follow-Up Period

Class	Follow-Up Month	Training Related	Non-Training Related	Total
Three Month Follow-Up				
1	August	14.0	22.0	36.0
2	Oct.	26.0	26.0	52.0
3	March	15.0	46.0	61.0
Six Month Follow-Up				
1	Nov.	28.0	28.0	56.0
2	Jan.	26.0	32.0	58.0
3	June	8.0	38.0	46.0
Twelve Month Follow-Up				
1	May	22.0	22.0	44.0
2	July	6.0	26.0	32.0
3	Class not out of training long enough for third follow-up			

It was found the total percent of salespersons employed varies considerably between the various classes. Table V showed the same pattern from one follow-up period to the next for any given class. At the same time it was apparent that these fluctuations were associated with certain time periods. The percent employed in a training related occupation tends to be higher during the Christmas shopping months, while the percent in non-training related work is relatively constant throughout the year. The percent employed in non-training related occupations was the same or considerably higher than those persons in training related work for each class throughout the year.

SERVICE STATION ATTENDANT EMPLOYMENT TRENDS

TABLE VI Percent Employed During Each Follow-Up Period

Class	Follow-Up Month	Training Related	Non-Training Related	Total
Three Month Follow-Up				
1	April	24.0	24.0	48.0
2	July	15.0	23.0	38.0
Six Month Follow-Up				
1	July	12.0	59.0	71.0
2	Oct.	0.0	39.0	39.0
Twelve Month Follow-Up				
1	Nov.	12.0	17.0	29.0
2	April	8.0	39.0	47.0

It was found that the percentage of trainees entering non-training related work was consistently higher for both classes than those in training related occupations throughout the year. In addition, the percent employed in a training related occupation continuously declined. Fluctuations in the total percent employed appeared to be related to the time when demand for agricultural workers was highest.

CONCLUSIONS

Although classes have been conducted in a variety of other occupations there have not been a sufficient number of follow-ups on enough pesons to establish a trend in the other occupations. Thus, the following observations must be considered representative of specific occupations and cannot be generalized to overall employment trends for the New Hope Project. This n effect means that there is no basis for generalizations that the number of ersons employed will increase over time or that employment rates will improve from one class to the next.

Custodians

1. Individuals who enter the labor market from August to November are likely to find work and remain at work.
2. The total rate of employment will increase as the amount of ime since a class completes training increases.
3. There is little difference in the total rate of employment fro one class to the next.
4. The percentage employed in training related or non-trainingrelated work changes very little during the trainee's first year on th labor market.

Nurse Aide

5. The percentage of Nurse Aide trainees who enter training related work is about the same for all classes from one follow-up to the next.
6. The total percentage of the Nurse Aides who are employed will increase during the cannery season and return to its former level thereafter. However, this represents people coming back onto the labor market and not persons leaving training related work.

Waitress

7. There is a steady decline in the rate of waitress' employment for all classes as the amount of time since training was completed increases.
8. During the high food processing labor demand months persons with waitress training tend to seek employment in fields not related to their training.

Sales

9. Rates of employment for salespersons in training related work will increase during the Christmas shopping months and decrease thereafter.
10. Generally, there are as many or more persons in all classes throughout the year employed in non-training related work as there are in training related work.

Service Station

11. The percentage of persons employed in occupations related to their service station training will decline consistently over time.